

Paul Smith

Modern Slavery Statement

FY 21/22

Introduction

This is our sixth statement made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 30 June 2022.

At Paul Smith we acknowledge that instances of modern slavery can and do occur within fashion supply chains which is why we are absolutely committed to preventing slavery and human trafficking in our corporate activities, and to ensuring that our supply chains are free from slavery and trafficking.

During this financial year ending 30 June 2022 we have not uncovered any incidents or indicators of modern slavery in our supply chain.

This statement covers Paul Smith Group Holdings Limited, Paul Smith (Holdings) Ltd and Paul Smith Limited and has been approved by each company's board of directors on 14 February 2023.

Ashley Long
Chief Executive Officer
Paul Smith Group Holdings Limited
Paul Smith (Holdings) Ltd
Paul Smith Limited



Our Business



Founded in the 1970’s, Paul Smith is a global business designing & selling high quality clothing, shoe, accessory and home collections for men and women in six continents. We also license others to produce and sell eyewear, fragrance, children’s clothing, and interior products. In Japan we license the production and sale of clothing and accessories.

Our distribution methods remain the same as in previous years; we sell our products through three main channels; our own shops and website, wholesale both in store and online and licenced partners. From time to time, we also expand our offer through a range of product collaboration projects.

Paul Smith Group Holdings Limited is the ultimate parent company of the global Paul Smith group, including Paul Smith (Holdings) Limited and our main UK trading company, Paul Smith Limited. Our registered office is at The Poplars, Lenton Lane, Nottingham, NG7 2PW, England.

Employees



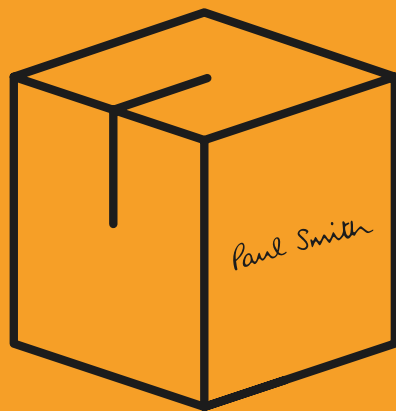
456

RETAIL



496

HEAD OFFICE



106

WAREHOUSE

Our Employees

The Paul Smith group has over 1,050 permanent employees worldwide. We have thorough recruitment practices in which we check all our employees’ eligibility to work, and we are confident that there is no risk of slavery and human trafficking within our group.

Employee Training

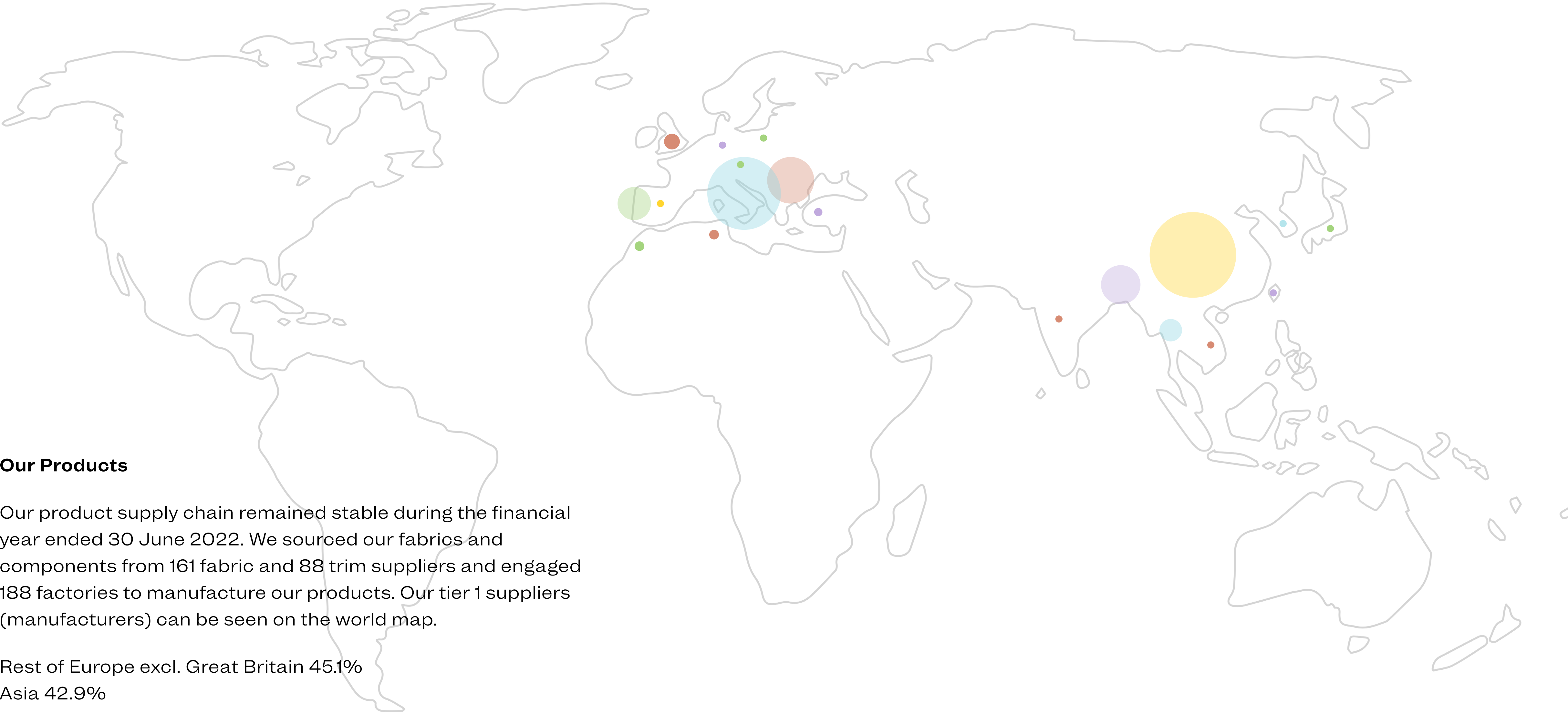
Modern slavery training is compulsory for all employees involved in design, production, customer services, warehousing, franchise partnerships and communication with suppliers. Current employees renew their training every three years.

In addition, as part of our continued commitment to our employees and their wellbeing, we have Equality, Diversity and Inclusion (EDI) groups to progress our EDI strategy. During the financial year ending 30 June 2022 we selected an EDI training partner which will help us deliver training to all Paul Smith employees.





Suppliers



Our Products

Our product supply chain remained stable during the financial year ended 30 June 2022. We sourced our fabrics and components from 161 fabric and 88 trim suppliers and engaged 188 factories to manufacture our products. Our tier 1 suppliers (manufacturers) can be seen on the world map.

- Rest of Europe excl. Great Britain 45.1%
- Asia 42.9%
- Africa 7.3%
- Great Britain 4.7%

We also source fabrics from mills (tier 2) and trims and labels from a network of specially selected suppliers (tier 3). Our manufacturers may choose to subcontract specialist services such as embroidery but are not permitted to do so without written permission from Paul Smith which ensures that we have visibility of our product’s supply chain.

Working to achieve industry certifications such as the Global Organic Textile Standard (GOTS) is part of our Path to Sustainability strategy. Achieving these certifications and producing certified products provides us with increased levels of traceability for our products as these certifications operate a chain-of-custody system. We proudly achieved our GOTS certification in January 2022.

Indirect Suppliers

We also contract with suppliers for a broad spectrum of goods and services which are important to our business operations, but which do not feed into our product production, such as information technology, shop fittings, travel, marketing and logistics.



At Paul Smith we are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business and we have zero tolerance to any such practices.

All factories and mills we work with are required to adhere to ethical working practices as set out in our Supplier Code of Conduct which includes but is not limited to complying with key principles of ensuring that: employment is freely chosen and that freedom of association and other workers' rights are respected; the required standards of working conditions are met and the conditions will be safe and hygienic; workers' hours are not excessive and that regular employment is provided; there is no use of child labour; and that no discrimination or harsh or inhumane treatment will be practiced or allowed in their organisation. Our full Supplier Code of Conduct can be found [here](#).

In addition, manufacturers, fabric, and trims suppliers are required to complete and return our Social Compliance Self-Assessment Audit Questionnaire, which involves thorough assessment of their working conditions including working hours, wages and benefits, health and safety, equality, freedom of association, and that employment is freely chosen with no child labour used.

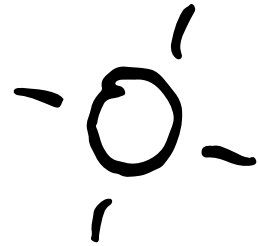


Our Progress and Plan

	Completed before FY 21/22	Completed in FY 21/22	Going Foward
Monitoring	<p>We issue our Social Compliance Self-Assessment Audit Questionnaire to new and existing manufacturers, fabric and trims suppliers which are monitored accordingly.</p> <p>We began the process of evaluating the effectiveness of our supplier monitoring processes and as a result of this evaluation, began a comprehensive review of our Self-Assessment Audits with a view to engage with industry stakeholders to make improvements.</p> <p>In 2021 we completed the Sustainable Apparel Coalition’s Higg Index Brand Retail Module for the first time which enabled us to identify areas of improvement with regards to our social impact within our own operations and our supply chain.</p>	<p>We completed the Higg Index Brand Retail Module for the second consecutive year, allowing us to improve our social score.</p> <p>We have worked with multi-national assurance company Intertek to develop a digital self-assessment audit which will enable us to effectively monitor any possible modern slavery risks within our supply chain.</p>	<p>We will complete the Higg Index Brand Retail Module for the third consecutive year, allowing us to improve our existing social impact score.</p> <p>We will implement our digital self-assessment audit. All manufacturers, mills and trims suppliers must complete the assessment and submit documents related to ensuring that our Supplier Code of Conduct standards are upheld. This will be thoroughly reviewed, and the appropriate action will be taken to ensure any possible modern slavery risks are mitigated and resolved within the supply chain.</p>
Engagement	<p>We launched our Path to Sustainability in March 2021 which includes ‘Community Care’ as one of our four chosen pathways. Community Care encompasses a sense a responsibility for not only those within our offices, shops, and own operations but also to those working in our product supply chains.</p>	<p>Our Equality, Diversity and Inclusion groups continued to develop our EDI strategy with four key focuses: recruitment, progression, communication and training. An EDI training provider was selected during the financial year who will provide training for all employees in FY 22/23.</p>	<p>In FY 22/23, the training identified this year will initially be delivered to Directors and Senior Management before being rolled out to all employees in February 2023, continuing into FY 23/24.</p>

Our Progress and Plan (Continued)

	Completed before FY 21/22	Completed in FY 21/22	Going Foward
Traceability	We launched our Path to Sustainability strategy and identified the Global Organic Textile Standard (GOTS) as a target certification to progress with in FY 21/22.	We acheived GOTS certification this year. GOTS provides us with assurance that the sourcing of our certified organic products has not involved the exploitation of workers within the organic supply chain. GOTS ensure that workers are not exposed to harmful chemicals, they are being fairly paid and there is no use of child labour, modern slavery, or discrimination.	We will become a member of the Leather Working Group and aim to achieve Responsible Wool Standard (RWS) certification.
Training	Implemented Modern Slavery e-learning training to all relevant employees.	Our employee e-learning training was monitored, and additional and refresher training was prescribed to existing and new staff members.	<p>Following the launch of our digital supplier Social Compliance Self-Assessment Audit Questionnaire we will provide training for our manufacturers, fabric, and trims suppliers to introduce them to the self-assessment and provide them with an update on our Path to Sustainability.</p> <p>Internally, we will host a Sustainability Week which will provide employees with information and support from industry experts on topics such as responsible sourcing and worker welfare.</p>
Policies and contracts	We include clauses to specifically address the Modern Slavery Act 2015 in any relevant contracts with third parties that have been entered into or renewed during this financial year.	We continued to address modern slavery in any relevant contracts we entered into or renewed with third parties.	We will review and update our Modern Slavery Remediation Process which details the steps we will take if modern slavery is ever discovered or reported within our own operations or supply chain.



Paul Smith